

Being Part of a Multicultural Society: Tracking ARAOMC Congregational/Institutional Change

- Create an inclusive, relational environment for engagement and decision-making.
- Maximize the likelihood that the plans and decisions that you make are good ones and broad enough to meet the needs of various groups, because they were a part of the process.
- Accountability is what we measure, and how we measure it.

Covenant for discussion on change:

- Emphasis on structural and process changes, not individual work
- Do not focus on past efforts
- Start from the assumption that current state is “maintaining” until evaluation proves otherwise

Community	Unexamined Status Quo	Efforts made to prevent change and put things back the way they were.	Invitation is issued and there is positive response and engagement	Goal-setting oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the life of the church community.
	MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING

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Please indicate where your group or committee falls in this framework regarding the following question:

Where is your group/committee in the work to ground the 8th Principle into your thinking, decisions, and actions?

Please Note:

- Instituting more process observation - objective evaluation guidelines
- Multigenerationalism is ALSO Multiculturalism

Community	Readiness - Where are we now?	What would change look like? (retooling)	What are some practices to assess the effectiveness? What is the evidence to assess that the changes have been internalized?
		What are the norms, the culture, the relationships, and what might we do to align ourselves to the intention of the 8th Principle?	